

Faculty Senate Minutes March 28, 2013

Call to Order: Chair Chatham called the meeting to order at 4:12 pm; Riggle Room, ADUC

Senators Absent: Robert Boram, Matt Chapman, Christine Emrich, Michael Fultz, John Hennen, Thomas Kiffmeyer, Lesia Lennex, Mee-Ryoung Shon

Congratulations to the Senators who received tenure: Senators Ritta Abell, Joyce Stubbs, Carole Olson and Lori Baruth.

Visitors: Provost Hughes

Minutes: The minutes of March 7, 2013 were approved as submitted.

Reports:

Chair's Report:

- SLO revisions have been approved by the President
- Chair Chatham is attending the "Connect the Dots" meetings
- Anticipate finishing PAC 2, Promotion, next week

Provost's Report:

- Purpose of "Connect the Dots" is to address issues and is open to anyone
- Provost and Deans are discussing scheduling issues regarding seats and classes for Gen Ed courses
- Dr. Michael Henson, Associate Vice President for Research is looking into how the sequestration at the Federal level will affect the University. There were no cuts in activities for military associated individuals in education. There are over 200 veterans or family members receiving military benefits at MSU. The retention rate for these is at least 85 percent.
- The Provost, Deans and the Chairs are looking at resolving a roughly \$400,000 shortfall in Academic Affairs.
- First four SOAR sessions are at capacity and one more has been added
- As part of retention efforts, Academic Affairs and Student Life have worked together as part of the Delivery Team to develop a survey to learn more about the satisfaction/perspectives of the 2012 cohort of first time freshmen students currently enrolled during the Spring 2013 semester. The survey is scheduled to run from March 25-April 5, 2013.
- The Provost forwarded the E/U grade resolution with recommendations. Provost Hughes indicated that this was a good first step and commended the senate for their work. Added to the resolution was the inclusion of "D" grades. Faculty should have received information on this from their chairs.
- The Provost asked the faculty to forward barriers/issues to their working with students to retain them
- Provost Hughes indicated that there was considerable evidence that the WEAVE process was no longer serving the purpose intended. The university is looking for alternatives and is also reviewing other assessment processes such as Faculty 180, Folio 180, and APNA. She said that we need to make sure these systems are working for the campus.

A question was raised regarding increasing the number of First Year Seminar classes. The Provost indicated that this is being addressed.

Move-in day for freshmen has been changed from Friday to Thursday. There will be activities and workshops for the first-time freshmen on Friday. Student Success Academy this summer will also be open for students who do not have developmental needs.

Regent Morrison asked when the specific salary data information would be given to the faculty. Dr. Hughes indicated that this information has been sent to the Deans who are reviewing the information to assure that the data is correct. The Provost stated that Classification of Instructional Programs (CIP) codes are assigned to a program when the program is approved by CPE. Regent Morrison asked when individual faculty would know what their target salary is. The Provost indicated that she will find out from the chairs where they are with respect to providing individual salary information to faculty. Regent Morrison asked Dr. Hughes to report on this at the next Senate meeting.

Regent's Report:

- BOR met on March 14 and began with a long discussion of the Compensation Plan; the Regents indicated to the President that they would approve moving forward with the plan realizing that everything is dependent on funding
- Regent Morrison congratulated the Senators and other faculty who received tenure at the BOR meeting and Dr. Tom Creahan on being approved for sabbatical
- Adopted a resolution authorizing sale of bonds to refurbish Mignon Hall
- Regent Morrison attended all of the forums on the Compensation Plan; he indicated that there was an important change in the staff plan between the first forum and the second; he indicated that basically, if an employee is at market, they are not part of the plan; he stated that roughly two thirds of faculty, including Instructors, and 80 percent of the staff will receive an adjustment
- Questions from Senators were taken about various details of the salary model

Senator Rathbun made the following statement: "I would really want every single faculty member to be very careful about, is what we have been asking for a good faith effort on the part of the ad to do something about salaries, the administration has made a good faith effort, it may not be perfect and I have no idea how much I'm getting..... this is not about me personally, but I think we should be very careful in the way we bring our concerns forward because the administration is doing exactly what we asked them to do, your colleagues, my colleagues, myself, several people in this room were on the committee, we did the best we could do, and I just would say to everybody please be very careful in the way you bring your concerns forward".

General Education Council Report:

- More sections of First Year Seminar (FYS) are still needed for the fall semester. The Gen Ed Council is still accepting proposals for new FYS courses.
- There is a new substitution form for advisors for Gen Ed courses on the Registrar website that should make the process much easier to complete.
- A new Gen Ed course listing is on the Registrar's website that includes the exchange courses that have been approved by the Gen Ed Council
- The Gen Ed Council is working on reducing the SLOs for every Gen Ed course. This is an extremely difficult and time consuming task because of the many courses and SLOs in the assessment matrix. This will be completed in the near future.

During this report, Provost Hughes indicated that there is a proposal currently on her desk that would streamline the process of accessing personal development funds for those individuals teaching FYS.

Governance: Chair Royar recommended Ray Bailey be appointed to the Library Committee for the term ending August 2014, and Jennifer Little to the Employee Benefits Committee for the term ending August 2013. These appointments were approved by the Senate.

Issues Committee: Chair-Elect Ann Rathbun reported that the Issues Committee has been working to implement an anonymous process for faculty to provide feedback to the administration. Staff Congress has implemented a similar process for staff with positive results. The Issues Committee would like to try a pilot program for faculty and analyze it to move forward with it for the fall semester.

New Business/Announcements:

Chair-Elect Rathbun asked to meet with the Retreat Planning Committee at 3:30 pm on April 4 just prior to the regular Senate meeting.

The next Senate meeting will be April 4 in the Riggle Room.

Chair Chatham explained to the Senators that, during the discussion of PAC 2, all amendments must be written on a new amendment form. The form will be distributed to each Senator electronically.

GEC is continuing to accept First-Year Seminar Proposals. Provost Hughes indicated that there is a new proposal on her desk to streamline the process of receiving professional development money.

Adjournment: 5:40 p.m.